

SENATE BILL 2996

By Marrero

AN ACT to amend Tennessee Code Annotated, Title 4;
Title 5; Title 6; Title 7; Title 13; Title 47; Title 49;
Title 50 and Title 71, relative to past criminal
offenses.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 50, Chapter 1, Part 1, is amended by adding the following language as a new appropriately designated section:

50-1-1__.

(a) An employer as defined in § 4-21-102 shall not make an inquiry into a former conviction of a prospective employee on an initial application for employment. Inquiry into and consideration of conviction records of a prospective employee shall take place only after the prospective employee has received a conditional offer of employment which may be withdrawn if the conviction record bears a rational relationship to the duties and responsibilities of the position.

(b) Subject to subsection (a), an employer may inquire about and consider an individual's criminal conviction record concerning hiring, termination, or the terms, conditions, or privileges of employment; provided, that the conviction record bears a rational relationship to the duties and responsibilities of the position.

SECTION 2. This act shall take effect upon becoming a law, the public welfare requiring it.